PHILIP MORRIS
INCORPORATED
100 PARK AVENUE, NEW YORK, N.Y. 10017

GEORGE WEISSMAN
CHAIRMAN OF THE BOARD

STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

I would like to take this opportunity to reaffirm Philip Morris' long-standing policy to offer fair and equal employment opportunity for every one regardless of race, religion, color, sex, age, national origin, marital status, veteran status and mental or physical handicap.

The foregoing policy will continue to apply to recruitment, recruitment advertising, hiring, promotion, reclassification, transfers, compensation, benefits, termination, layoffs and return from layoff, selection for training (including apprenticeship), company sponsored educational, social and recreational programs and any other aspect of employment.

Philip Morris has made significant progress over the years in the employment and upward mobility of minorities and women. Our continuing commitment is to improve opportunities for minorities, women, and the handicapped, particularly in jobs that provide growth and management responsibilities. To this end, managers throughout the Corporation have been advised of their accountability for achieving numerical and non-numerical EEO objectives. They will be measured on their EEO performance annually along with their other business objectives.

The Corporate Affirmative Action Committee serves as a review board for all Philip Morris Affirmative Action Programs. The Corporate Vice President Administration and Human Resources is responsible for directing our overall EEO compliance effort and for keeping me and the Committee informed of EEO progress through semi-annual reports encompassing each of our operations.

Finally, I expect all managers at all levels to undertake a personal commitment to fully implement this Policy.

January 1, 1980

George Weissman

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